

Training Against Hate Crime for Law Enforcement (TAHCLE)

ODIHR's Training Against Hate Crimes for Law Enforcement (TAHCLE) course has been designed to improve police skills in recognizing, understanding and investigating hate crimes, and taking a victim-centred approach. ODIHR has converted 20 years of direct experience of working with national practitioners into a fully-updated and hands-on TAHCLE Trainer's Manual for use in training law enforcement on addressing hate crimes.



Why does it matter?

Hate crimes send a message of rejection to those they target and their communities. If left unaddressed, hate crimes can have a wider impact on society.

Police play a key role in efforts to address hate crime. The way that law enforcement handles hate crimes is critical to delivering justice, upholding the rule of law and protecting victims. By ensuring hate crimes are properly recorded and investigated, law enforcement can validate victims' experiences, promote accountability and deter future offenders.

Who is the TAHCLE course for?

ODIHR's TAHCLE training is designed for training police and other law enforcement officials. The full curriculum is aimed at specialist hate crime officers, but some core modules can be included in basic training on hate crime for all levels of police.

What topics are covered in a TAHCLE course?

- Understanding prejudice, bias and stereotypes
- Understanding the experiences of different communities and the impact of hate crimes
- The hate crime concept and definitions
- Hate crime legislation and international standards on hate crimes
- Recognizing, recording and investigating hate crimes (bias indicators)
- The sensitive and respectful treatment of hate crime victims

TAHCLE improves police responses to hate crimes through

- A better understanding of the extent and impact of hate crimes
- Clear guidance on the correct distinction between hate crime and 'hate speech'
- Practical tools for the effective recording and investigation of hate crime cases
- Emphasis on a community-based policing approach and ways to build trust in law enforcement
- Practical guidance on taking a victim-centred approach in hate crime cases
- Encouraging cooperation with civil society organizations

Key features of the TAHCLE Trainer's Manual

- **Modular** structure — covers everything from stereotypes and the root causes of hate crimes, to key definitions and investigative tools.
- **Practical** case studies — drawn from real contexts to sharpen skills in identifying, investigating and gathering evidence for hate crime cases.
- **Victim-centred** approach — includes tools to understand diverse experiences and needs through intersectional perspectives.
- **Interactive and participatory** learning — includes instructions for group discussions, self-reflection and hands-on exercises.
- **Adaptable** materials — easy to customize to local law, local community experiences and different national contexts.

Implementation of TAHCLE training

- TAHCLE training can be delivered either as a three-day 'Train-the-Trainer' programme, a full two-day direct training programme or through selected modules tailored to the specific needs of a requesting agency.
- For further information, please contact ODIHR's training team: hatecrimettraining@odihr.pl.

How to arrange a TAHCLE hate crime course for law enforcement with ODIHR

1. **Initial request:** Send a request to hatecrimettraining@odihr.pl outlining the main training needs on hate crimes.
2. **Needs assessment:** ODIHR conducts a needs assessment to identify the main challenges, gaps and training needs.
3. **Customization:** ODIHR adapts the TAHCLE course to the local context through consultation with national stakeholders. All training materials are then translated into the relevant languages.
4. **Delivery:** ODIHR works with a pool of international expert law enforcement trainers to deliver TAHCLE.
5. **Evaluation:** ODIHR evaluates its TAHCLE courses through questionnaires and feedback sessions to monitor the effectiveness of the training and make improvements.

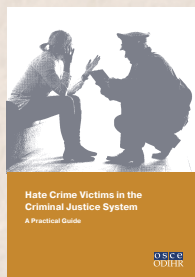
ODIHR tools for law enforcement



The Sensitive and Respectful Treatment of Hate Crime Victims



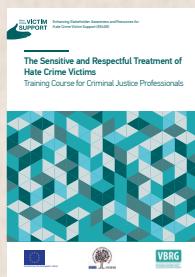
Using Bias Indicators: A Practical Tool for Police



Hate Crime Victims in the Criminal Justice System



ODIHR hate crime fact sheets | OSCE



Sensitive and Respectful Treatment of Hate Crime Victims: Training Course for Criminal Justice Professionals

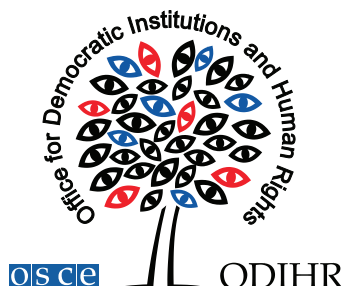
"The TAHCLE manual is a well-structured and practical guide for both trainers and participants. I particularly value its emphasis on participatory learning and the flexibility it offers for adaptation to different contexts."

"TAHCLE reinforced the importance of integrating victim-sensitive practices into daily law enforcement procedures. I will apply the knowledge gained to ensure that investigations prioritize not only legal outcomes but also the well-being of victims."

"The most valuable takeaway from the TAHCLE training course was the comprehensive approach to hate crime investigations, particularly the emphasis on bias indicators and the victim-centred approach. Understanding how to assess and document bias motivation effectively will significantly enhance the accuracy and effectiveness of hate crime investigations in our department."

"I believe that TAHCLE training is essential for police officers everywhere. The course helps police officers to be able to better detect bias indicators when it comes to hate crime and to help with investigations of such crimes. I believe the training will help us also to share our experience of the course to our police colleagues, making us better police officers and human beings."

Feedback from participants in TAHCLE courses delivered by ODIHR.



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